

The Coeur d'Alene Charter Academy's plan for Differential Pay is based on the Department of Education's plan, except that staff members in leadership positions will receive a larger share of the overall allotment from the state.

The Academy will set aside twenty percent of the total school allotment for the purpose of recognizing staff members who assume significant leadership roles throughout the year. These roles may change from year to year in description, duration, and level of involvement; therefore, the awards will vary in amount and number. The administration will determine the criteria for leadership awards annually.

After that twenty percent is awarded for leadership roles, the Academy will apportion the balance according to a prorated version of the state's plan. Growth indicators will be applied school-wide, using the state-designated instrument(s).

This plan is intended to recognize the contributions of all staff members to the school's success, while providing extra incentive and reward for those who provide “value-added” by taking on extra duties.

Several veteran teachers participated in the formulation of this plan, along with the Principal, Vice Principal, and Business Manager; the plan has been approved by the Academy's Board of Directors.